

# Bangabandhu Sheikh Mujibur Rahman Agricultural University

## Disability Accommodation Policy

### Introduction:

Bangabandhu Sheikh Mujibur Rahman Agricultural University (BSMRAU) is committed to providing equal opportunities and a supportive environment for all individuals including students, faculty, staff, and visitors with disabilities. This Disability Accommodation Policy outlines the university's commitment to ensuring accessibility and reasonable accommodations for individuals with disabilities to promote their full participation in all aspects of university life.

### Scope:

This policy applies to all members of the BSMRAU community, including students, faculty, staff, visitors, and other stakeholders.

### Definitions:

**Disability:** For the purpose of this policy, a disability is defined as a physical, sensory, cognitive, or mental impairment that substantially limits one or more major life activities.

**Accommodation:** An accommodation is an adjustment or modification to a university policy, practice, or environment that enables an individual with a disability to have equal access and participate in university programs, services, and activities.

### Policy:

**Non-Discrimination:** BSMRAU prohibits discrimination against individuals with disabilities in all aspects of university life including admissions, employment, academic programs, and campus activities.

**Request for Accommodations:** Individuals with disabilities who require accommodations to participate in any university program, service, or activity should make a formal request for accommodation. Requests should be made as early as possible to allow sufficient time for evaluation and implementation of appropriate accommodations.

**Confidentiality:** All disability-related information and documentation provided by individuals seeking accommodation will be treated confidentially, in accordance with applicable laws and regulations.

**Documentation:** To request accommodations, individuals must provide appropriate and relevant documentation of their disability. The documentation should be current and prepared by qualified

professionals.

**Reasonable Accommodations:** BSMRAU will provide reasonable accommodations to qualified individuals with disabilities, taking into account the nature of the disability and the essential requirements of the program, service, or activity. The university will engage in an interactive process with the individual to determine suitable accommodations.

**Accessible Facilities:** BSMRAU is committed to providing accessible facilities across the campus. The university will work towards removing physical barriers and creating an inclusive environment that promotes accessibility for everyone.

**Training and Awareness:** The university will conduct regular training and awareness programs for faculty, staff, and students to promote disability awareness, sensitivity, and understanding of the accommodation process.

**Grievance Procedure:** BSMRAU will establish a transparent and fair grievance procedure to address concerns related to disability accommodations. Individuals who believe that their accommodation needs have not been met can file a complaint with the OAS.

**Review and Update:** This policy will be reviewed periodically to ensure its effectiveness and compliance with relevant laws and regulations. Updates will be made as necessary to enhance the support provided to individuals with disabilities.

For additional information regarding the policy, please contact

Registrar

Bangabandhu Sheikh Mujibur Rahman Agricultural University (BSMRAU)

Gazipur-1706, Bangladesh

Telephone: +880-2-9205330, +880-2-9205310 -14; Ext. 2058

E-mail: [registrar@bsmrau.edu.bd](mailto:registrar@bsmrau.edu.bd) Web: [www.bsmrau.edu.bd](http://www.bsmrau.edu.bd)